

DEPARTMENT OF INDUSTRIAL RELATIONS
DIVISION OF LABOR STATISTICS & RESEARCH

455 Golden Gate Avenue, 8th Floor
San Francisco, CA 94102

ADDRESS REPLY TO:

San Francisco P.O. Box 420603
CA 94142-0603



TRAVEL AND SUBSISTENCE PROVISIONS

FOR

IRON WORKER

IN

ALL LOCALITIES WITHIN THE STATE OF CALIFORNIA



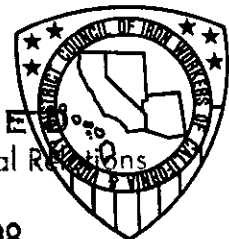
AGREEMENT

IRON WORKER
EMPLOYERS State
of California and a
Portion of Nevada . . . and

DISTRICT COUNCIL
OF IRON WORKERS
OF THE STATE OF
CALIFORNIA AND
VICINITY...

July 1, 1998 RECEIVED
June 30, 2001

Department of Industrial Relations



SEP 10 1998

Div. of Labor Statistics & Research
Chief's Office



hourly rate of the highest journeyman Iron Worker classification over which they have supervision.

Effective July 1, 1999, Foremen shall be paid not less than two dollars (\$2.00) per hour more than the regular hourly rate of the highest journeyman Iron Worker classification over which they have supervision.

When two (2) or more Iron Workers are employed, one (1) shall be selected by the individual employer to act as Foreman and shall receive a Foreman's wages.

B — Parking Fees — In congested areas the individual employer shall provide, or pay for, parking facilities for workmen where free parking is not available within three (3) standard blocks of the job. Bona fide validated parking tickets must be submitted to the individual employer.

C — Tolls — The individual employer shall pay all bridge and ferry tolls. Bona fide validated receipts must be submitted to the individual employer.

D — Election Day — Time will be allowed to vote in accordance with the provisions of the applicable California or Nevada Election Code.

SECTION 8. Pay Day

The regular pay day shall be once a week on such day agreed upon between the individual employer and the appropriate Local Union. Wages shall be paid before quitting time on the job, in cash, by check or other legal tender. When requested by the Union, an individual employer will make arrangements with a local bank to cash the workmen's pay check. Individual employers may withhold where necessary a reasonable amount of wages but not to exceed the provisions contained in the Labor Code of the State of California, or Nevada when applicable, to enable them to prepare the payroll. If pay day falls on a holiday, the workmen shall be paid the day preceding the holiday.

When workmen are laid off, or discharged, they shall be laid off or discharged at the site of construction and paid in full in cash, by check or other legal tender immediately and, if required to go to some other point or to the office of the individual

employer, the workmen shall be paid for time required to go to such places.

An employee who quits shall be mailed his pay in full by certified mail to his last known address within seventy-two (72) hours or be paid prior to leaving the job or project.

Any undue delay or loss of time caused the workmen through no fault of their own shall be paid for at the regular straight time wages by the individual employer causing such delay.

Accompanying each payment of wages shall be a separate statement identifying the individual employer, showing the total earnings, the amount of each deduction, the purposes thereof and net earnings.

If workmen are not paid by their individual employer during the usual working hours, they shall receive the applicable overtime rate for all time after the regular working hours that they are required by the individual employer to remain on the job site on such regular pay day. If workmen are not required to remain on the job site on the regular pay day they shall receive four (4) hours pay at the appropriate overtime rate. Workmen, who through no fault of their own, are not paid on the regular pay day shall be paid waiting time for each hour of time they are required to wait on the next and each succeeding day at the regular straight time hourly rate, not to exceed eight (8) hours per day. Where an employee is still employed by the individual employer, waiting time shall be in addition to the employee's regular hourly rate.

SECTION 9. Expenses Out of Town

A — Subsistence Pay — Where a job is located 50 miles or more from the City Hall of San Francisco, Oakland, San Jose, Sacramento, Stockton, Fresno, Bishop, Bakersfield, Eureka, Redding, Napa, Los Angeles, San Diego, San Bernardino, Ventura and El Centro of the State of California, and Reno and Las Vegas of the State of Nevada, based on the city of which the workman is a bona fide resident, workmen will be compensated per scheduled work day for the duration of the job as follows:

Fifty (50) miles to sixty (60) miles\$10.00

Sixty (60) miles to seventy-five
(75) miles. \$20.00

Seventy-five (75) miles to one
hundred (100) miles. \$25.00

One hundred (100) miles and over. . . \$40.00

Mileage will be the actual number of miles travelled over the most direct regularly travelled route between the job and the designated point.

When an out-of-town job is of one day's duration, a workman shall be paid travel reimbursement to and from the job. He shall not, in addition, be paid subsistence.

B — Federal Installations:

1—In lieu of subsistence pay and travel reimbursement, the hourly wage rate will be increased by three dollars (\$3.00) per hour for all work performed at the following locations:

China Lake Naval Test Station
Chocolate Mountains Naval Reserve - Niland
Edwards Air Force Base
Fort Irwin Military Station
Fort Irwin Training Center - Goldstone
San Clemente Island
Susanville Federal Prison
29 Palms - Marine Corps
U.S. Marine Base - Barstow
U.S. Naval Air Facility - Sealey
Vandenberg Air Force Base

2—In lieu of substance pay and travel reimbursement, the hourly wage rate will be increased by two dollars (\$2.00) per hour for all work performed at the following locations:

Army Defense Language Institute - Monterey
Fallon Air Base
Naval Post Graduate School - Monterey
Yermo Marine Corps Logistics Center

3—In lieu of subsistence pay and travel reimbursement, the hourly wage rate will be increased by one dollar (\$1.00) per hour for all work performed at the following locations:

Port Hueneme

Port Mugu

United States Coast Guard Station - Two Rock

Additional travel pay see letter received 6/7/91

C — **Travel Expense to Whom Due** — When an individual employer hires workmen for a job more than 50 miles away from the City Hall in those cities listed in Paragraph A, the workmen shall be paid travel reimbursement and subsistence, in accordance with the Agreement, whether or not the job is located within another expense-free zone as provided by this Agreement. The individual employer shall pay bridge, ferry and toll road fares.

D — **Travel Reimbursement** — Travel reimbursement will be paid by the individual employer as follows:

Sixty (60) miles to seventy-five
(75) miles \$25.00

Seventy-five (75) miles to one
hundred (100) miles \$50.00

One hundred (100) miles and over . . \$60.00

Each additional fifty (50) miles \$25.00

Mileage will be the actual number of miles travelled over the most direct regularly travelled route between the job and the designated point.

Such payments shall be based on travel from the City Hall in those cities listed in Paragraph A. The workmen shall be paid a travel reimbursement at the beginning and completion of the job. This reimbursement is in addition to subsistence as provided in this Agreement.

E — **Company Transportation** — When safe company transportation with proper protection from the elements is provided, workmen will be paid travel reimbursement.

F — **Travel Reimbursement, Job Not Continuous** — If any individual employer orders the same workmen to and from the same job more than once when the job is not continuous, workmen shall be paid travel reimbursement to and from the job for each round trip except where the break in continuous employment on the job is caused by Saturdays, Sundays, holidays or weather conditions.

APPRENTICES

JOHNNY

APPRENTICE

SUPPLEMENTAL DUES

G — Travel Reimbursement When Due —

Travel reimbursement will be paid on the first pay day after the workman starts to work. Travel reimbursement for the return trip will be paid at the conclusion of the job. Subsistence payments will be made each regular pay day. Any workman who quits voluntarily before he has worked ten (10) days or who is discharged with just and sufficient cause prior to completion of the job, will not be entitled to return travel reimbursement.

On jobs of five (5) or more days duration, travel reimbursement will not be paid either way if a workman quits voluntarily before he has worked five (5) days or shifts.

H — Expense Pay Each Day's Work —

Workmen eligible for subsistence shall be paid a single day's subsistence for any working day, whether more or less than eight (8) hours, or for work on Saturday, Sunday or a holiday. No workman shall receive more than a single day's subsistence from a single individual employer for any one day worked.

I — Adjacent Job Sites — When workmen are transferred from one individual employer to another, without loss of time on same job or on an adjacent job, the original individual employer will not be required to pay the return travel reimbursement but the final individual employer will be required to pay the return travel reimbursement. The individual employer will notify the appropriate Local Union giving the names and Social Security Account numbers of workmen so transferred.

J — "Show Up" Expense — On jobs located outside the free zones, workmen who report for work and for whom no work is provided shall be paid a "show up" expense of \$60.00 in addition to subsistence Mondays through Fridays. On Saturdays, Sundays and holidays "show up" expense will be based on the applicable overtime factor; provided that, to qualify for "show up" expense on any day the workman must remain at the job site for two (2) hours, available for work, unless released by the individual employer or his representative.

If a workman is put to work he will be paid in

accordance with Section 6-E.

Note: The intent of both parties is that "show up" expense shall not be paid when the workman appears for work in an unfit condition or without proper tools or qualifications.

SECTION 10. Apprentices

†A — Apprentices shall be paid the following percentages for the classification of work in which they are engaged:

For Structural, Ornamental, Reinforcing and Fence Erector apprentices who are under a three (3) year term of apprenticeship:

*First six months	.50%
Second six months	.55%
Third six months	.60%
Fourth six months	.70%
Fifth six months	.80%
Sixth six months	.90%

*Welfare and Vacation Plan contributions only will be paid on first period apprentices.

Pension Plan contribution is eliminated for all apprentices. However, apprentices will receive pension credits for all hours worked.

Annuity Fund contribution is eliminated for first through third period apprentices.

Fifty percent (50%) of the Annuity Fund contribution will be made for fourth through sixth period apprentices.

One hundred percent (100%) of the Emergency Relief Fund contribution will be made for fourth through sixth period apprentices.

B — Semiannually the California Field Iron Workers Apprenticeship Training and Journeyman Retraining Program will publish a list of all active apprentices in the State of California and vicinity showing their names, Social Security Account numbers and current pay classifications. The Program will publish a monthly update to this list to aid the Employers in payroll preparation.

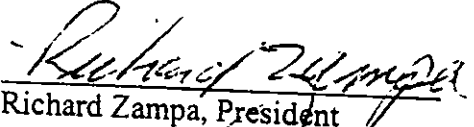
†See pages 60 and 61 for appropriate wage rates.


Section 33. Geographic and Market Conditions

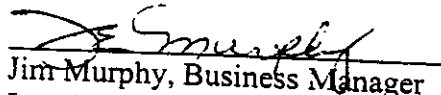
San Francisco - Due to the unique parking and congestion problems common in San Francisco, each iron worker working in the City of San Francisco, as defined below, shall receive \$8.00 per day as a Congestion Zone Fee. The Congestion Zone Fee shall be considered travel pay and shall not be paid on days where show-up expense is paid. The City of San Francisco is defined as the city limits of San Francisco (as described by the San Francisco County Recorder's Office as of July 1, 1998), the Golden Gate Bridge in its entirety, and the west side of the San Francisco Bay Bridge up to and including Treasure Island. The Congestion Zone Fee shall be effective July 1, 1999. All projects bid prior to July 1, 1999 shall be excluded. The first phase of the San Francisco Bay Bridge Retrofit Project shall be excluded unless bid after January 1, 2000.

Dated: June 3, 1999

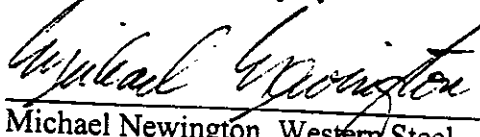
Approved by the Union



Richard Zampa, President
District Council of Iron Workers
of the State of California & Vicinity
Chairman Union Negotiating Committee

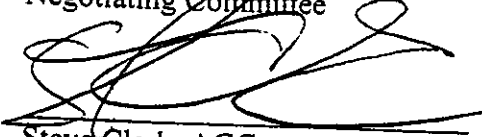

Gene Vick, Business Manager
Local Union 377


Jim Murphy, Business Manager
Local Union 118

Approved by the Employers


Michael Newington, Western Steel
Council


Dave McEuen, Chairman Employers
Negotiating Committee


Steve Clark, AGC

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Department of Industrial Relations

JUN 18 1999

Div. of Labor Statistics & Research
Chief's Office

05/25/99

CALIFORNIA AND A PORTION OF NEVADA FIELD IRON WORKERS

2001 CONTRACT CHANGES AS NEGOTIATED

THE 1998-2001 IRON WORKERS MASTER AGREEMENT IS EXTENDED FOR THREE (3) YEARS
 WITH THE FOLLOWING CONTRACT LANGUAGE AND MONETARY CHANGES

MONETARY INCREASES AND CHANGES

NEW TOTAL HOURLY PACKAGE
 INCLUDING FRINGES

<u>Effective Date</u>	<u>Hourly Increase</u>	<u>Allocation</u>	<u>Reinforcing, Structural & Ornamental I.W.</u>	<u>Fence Erector I.W.</u>
07-01-01	\$ 1.45	\$1.25 Wages \$.20 Pension* (to increase pension benefits)	\$ 40.87	\$ 39.98
07-01-02	\$ 1.55	To be allocated by the Union prior to July 1, 2002	\$ 42.42	\$ 41.53
07-01-03	\$ 2.00	To be allocated by the Union prior to July 1, 2003	\$ 44.42	\$ 43.53
	<u>\$ 5.00</u>	TOTAL HOURLY PACKAGE INCREASE FOR THREE (3) YEARS EFFECTIVE JULY 1, 2001 THROUGH JUNE 30, 2004		
07-01-02	\$ 9%	Foremen wage increase. Foremen's pay has been converted from a flat rate to a percentage of the journeyman rate which, as you know, means all future wage increases will automatically give the Foremen a corresponding increase.		
07-01-03	\$ 10%			
07-01-01		Work Hours Per Day - Add two mandatory rest periods per day or be paid for missed rest period. See clarification in Language Changes.		
01-01-02		Wage Rates and Other Remuneration - Expand Congestion Zone Fee from San Francisco to include Santa Clara, San Mateo and Alameda County at \$8.00 per day. See Language Changes for 2 nd and 3 rd year monetary increases.		
07-01-02		Apprentices Wage Rates - 1 st period increased to 55%, 2 nd period increased to 60%, 3 rd period increased to 65%.		

*Note: The increase of \$.20 to the Pension Plan is being diverted from the Labor Management Cooperative Trust Contribution.

LANGUAGE CHANGES

THE AGREEMENT KNOWN AS IRON WORKER EMPLOYERS STATE OF CALIFORNIA AND A PORTION OF NEVADA . . . AND DISTRICT COUNCIL OF IRON WORKERS OF THE STATE OF CALIFORNIA AND VICINITY DATED JULY 1, 1998 - JUNE 30, 2001 MASTER AGREEMENT IS EXTENDED FOR (3) YEARS WITH THE FOLLOWING MODIFICATIONS, CHANGES, AMENDMENTS, SUPPLEMENTS AND RENEWALS:

UPDATE ALL LANGUAGE TO REFLECT NEW DATES:

- Section 3. **Craft Jurisdiction** - expand scope of Iron Workers work to include composites, carbon fiber and fiberglass and all other substitute materials.
- Section 6. **Work Hours Per Day - Add B-2. Rest Periods.** Every individual employer shall authorize and permit all employees to take rest periods, which insofar as practicable, shall be in the middle of each work period. Nothing in this provision shall prevent an individual employer from staggering rest periods to avoid interruption in the flow of work and to maintain continuous operations, or from scheduling rest periods to coincide with breaks in the flow of work that occur in the course of the workday. The authorized rest period time shall be based on the total hours worked daily at the rate of ten (10) minutes per rest time for every four (4) hours worked, or major fraction thereof. Rest periods shall take place at individual employer designated areas, which may include or be limited to the employee's immediate work area. Rest periods need not be authorized in limited circumstances when the disruption of continuous operations would jeopardize the product or process of the work. However, the individual employer shall make up the missed rest period within the same work day or compensate the employee for the missed ten (10) minutes of rest time at his or her applicable rate of pay within the same pay period. A rest period need not be authorized for employees whose total daily work time is less than three and one-half (3½) hours. Authorized rest period time shall be counted as hours worked for which there shall be no deduction from wages. If an individual employer fails to authorize or permit an employee a rest period in accordance with the applicable provisions of this Section the individual employer shall pay the employee one (1) hour of pay at the employee's applicable rate of compensation for each work day that the rest period was not provided. Penalties for violation of this Section shall be in accordance with Wage Order No. 16 of the Industrial Welfare Commission as interpreted by the Department of Industrial Relations. Nothing in this section confers any right or duty on the Department of Industrial Relations to resolve any dispute or assess any actual penalties for violations of this Section. Any dispute regarding the provisions of this Section shall be subject to Section 28 Grievance Procedure of this Agreement.
- Section 7. **Wage Rates and Other Remuneration - A - Wage Rates and Foremen - See Monetary Increases and Changes.**
Foremen - Effective July 1, 2002, Foreman shall be paid not less than 9% more than the regular hourly journeyman rate. Effective July 1, 2003, Foreman shall be paid not less than 10% more than the regular hourly journeyman rate. **Subsection B - Parking Fees** - Add "San Francisco (including Yerba Buena Island) - Due to the unique parking and congestion problems common in San Francisco, each Iron Worker working in the City of San Francisco, as defined below, shall receive \$8.00 per day as a Congestion Zone

Fee. The Congestion Zone Fee shall be considered travel pay and shall not be paid on days where show-up expense is paid. The City of San Francisco is defined as the city limits of San Francisco (as described by the San Francisco County Recorder's Office as of July 1, 1998), the Golden Gate Bridge in its entirety, and the west side of the San Francisco Bay Bridge up to and including Treasure Island. The Congestion Zone Fee became effective July 1, 1999. All projects bid prior to July 1, 1999 were excluded. The first phase of the San Francisco Bay Bridge Retrofit Project shall be excluded unless bid after January 1, 2000. The Congestion Zone Fee will not apply to work performed in a permanent yard relative to loading and unloading company equipment. Effective January 1, 2002, the following counties shall be added to the Congestion Zone Fee: Santa Clara, Alameda, and San Mateo. The Congestion Zone Fee for these counties shall be \$8.00 per day. Jobs bid prior to the effective date shall be excluded. Effective July 1, 2002, the Congestion Zone Fee for the City and County of San Francisco only shall be \$10.00 per day. Jobs bid prior to January 1, 2002 shall be excluded. Effective July 1, 2003, the Congestion Zone Fee for the City and County of San Francisco only shall be \$12.00 per day. Jobs bid prior to January 1, 2002 shall be excluded."

Section 9.

Expenses Out of Town - A - Subsistence Pay - No monetary change. Delete "based on the city of which the workman is a bona fide resident, workmen will be compensated per scheduled work day for the duration of the job as follows:" Add "a workman will be compensated per scheduled work day for the job, depending on the bona fide residence of the workman. Subsistence pay is determined by ascertaining the workman's bona fide residence and the city hall enumerated above which is the closest to that residence. If the job is more than 50 miles from that city hall, subsistence is owed as follows: If a workman chooses to relocate to another geographic jurisdiction more than 50 miles from this primary residence with the intent to work continuously within that new jurisdiction, subsistence pay will be determined by the alternate residence that the worker is residing in while performing the work." B - Federal Installations - Add "San Nicholas Island".

Section 10.

Apprentices - A - Effective July 1, 2002 change first six months apprentice to 55%, second six months to 60% and third six months to 65%. Change Annuity Fund contribution is eliminated for first through third period apprentices to Annuity Fund and Emergency Relief Fund contributions are not paid to first through third period apprentices.

Section 21.

Letters of Evidence - make first Paragraph A and add Paragraph B - Prevailing Wage Surveys - In order to maintain the market share of work and to further the best interests of the ironworker industry, the parties agree to establish and administer a system of providing and maintaining accurate and current reports for use in Federal, State or Local Prevailing Wage surveys."

Section 24.

Basic Provisions - Subsection R - Substance Abuse and Recovery Program - Parties agree to form a subcommittee to review and amend the program.

EXCEPT AS MODIFIED HEREIN ALL OTHER PROVISIONS OF THE 1998-2001 MASTER AGREEMENT REMAIN UNCHANGED.